

Hiring Reform

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U.S. ARMY ACQUISITION SUPPORT CENTER

**Human Resources
Summit**



AG-1 for Civilian Personnel

AG-1 (CP) Employment Policy Division Hiring Reform Update

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Army Hiring Reform Update



~~Presidential Requirements~~ AG-1 for Civilian Personnel

- ✓ **Eliminate essay-style questions on the initial application**
 - ✓ **Allow individuals to apply with a resume and cover letter**
 - ✓ **Notify applicants about the status of their application at key stages in the application process**
 - ✓ **Use Category Rating instead of “rule of three”**
 - ✓ **Streamlining job opportunity announcements (JOAs) - 5 pages or less and with clear language**
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Army Hiring Reform Update

Presidential Requirements

Continued



AG-1 for Civilian Personnel

- We're still working to:
 - Improve quality and speed of hiring
 - Metric is 101-days by end of FY11 and 80-days by end of FY12
 - Increase hiring manager involvement and accountability in the end-to-end hiring process and on boarding
 - Developing a Hiring Reform Communication strategy
 - HR for Supervisors training course
 - Hiring Manager Toolkit may be accessed at:
<http://www.cpms.osd.mil/HiringReform>
 - Implementing a performance objective for all hiring managers beginning with the first performance review cycle starting after 1 Nov 2010
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Army Hiring Reform Way-Ahead



AG-1 for Civilian Personnel

- Current initiatives to improve the hiring process:
 - Continue to partner with DoD on all enterprise-wide workgroups and IT efforts
 - Deployment of USA Staffing
 - CPOL Employment Page Re-design
 - eEOD Deployment
 - PPP Process Refinements
 - FT Myer Beta Test
 - Streamlining CAC-Card issuance